

NAVY Recruiter

Magazine for Navy Recruiters

August 2001



NAVY Recruiter

August 2001

Volume 50

Number 8

Articles

- 4 Cromer's Corner: Taking time with CNOMC(SW) Kenneth W. Cromer
- 5 Smoother Sailing...NRAMS makes it easier
- 6 One year down and GOAL to go: RADM Voelker talks recruiting.
- 8 DEPpers get HOT! NRS Alief combines business with FUN and builds better recruits
- 10 The Power of the DEPper: Don't forget what's right in front of you
- 12 THE GREAT RACE: Navy Band plays a new tune



RADM George E. Voelker

Commander, Navy Recruiting Command

CNOMC(SW) Kenneth W. Cromer

CNO-Directed Force Master Chief

Ensign Herlinda Rojas

Managing Editor

JO2 Bashon W. Mann

Editor

JO3 Christopher Conklin

Associate Editor

Navy Recruiter, the official publication of the Commander, Navy Recruiting Command is printed commercially with appropriated funds in accordance with Department of the Navy Publication and Printing Regulations (P-35). This publication does not necessarily reflect the official views of the Department of Defense.

All photographs, unless otherwise stated, are official U.S. Navy photos.

Navy Recruiter magazine encourages the submission of "Letters to the Editor" articles expressing the opinions of individuals in the Navy Recruiting community. All submissions must be signed. Names will be withheld upon request, and will remain confidential.

Submissions should be sent to:

Editor, Navy Recruiter Magazine

Navy Recruiting Command

Public Affairs Division (Code 81)

5722 Integrity Drive, Bldg. 784

Room 100

Millington, TN 38054-5057

Telephone: Comm. (901) 874-9070

Fax: (901) 874-9074

DSN: 882-9070

E-mail: mannbc@cnrc.navy.mil

Criteria

Award

<u>Most Productive Zone</u>	The highest total cumulative percentage of NCO attainment combined for the months of August and September (1 per NRD).	One Admiral's Accelerator Award for the zone, and personal letter from CNRC to each recruiter, and Flag Letter of Recognition for spouse or parent(s).
<u>Most Improved Recruiter</u>	Recruiter from each district who has the highest improved PPR compared to his/her first 10 months of FY (2 per NRD).	Admiral's Accelerator Award and Flag Letter of Recognition for spouse or parent(s).
<u>Top Classifier</u>	Two classifiers from each region who achieve the in-month DEP Slope Target (DST) and have the highest percentage of DST placement (2 per region).	Admiral's Accelerator Award and Flag Letter of Recognition for spouse or parent(s).

Admiral's Accelerator Award Program

Story by JO3 Chris Conklin
NR Magazine Associate Editor



RADM George E. Voelker displays the new Accelerator Award.

Historically, August and September are vital months for Navy Recruiting. The war for talent escalates, and recruiters around the nation go into overdrive to keep up with the demands needed to man the fleet.

Those crucial months are expected to be just as essential this year to Navy recruiting's success. To show appreciation for motivated recruiters in the trenches, Navy Recruiting Command (CNRC) has instituted the Admiral's Accelerator Award to recognize those hard chargers who get the job done.

The new award differs from previous awards, and competition is open to all components of the recruiting effort. From classifiers to field recruiters, awards will be up for grabs at each recruiting district. A distinct feature of this award is that categories for the award will vary, depending on the needs of Navy recruiting.

For example, in the initial award cycle, awards will be presented for most productive zone, most improved recruiter, and top classifier. The next award cycle could generate a completely different set of categories. Criteria for each award will be specific to each job. (See criteria on previous page)

According to Navy Career Counselor Master Chief Joe Mergel, Navy Recruiting Command's Chief Recruiter, the Admiral's Accelerator Award is based on production volume. "This award allows the top two most-improved recruiters at each district to win, so everyone has the opportunity to compete."

The award for the most productive zone will go to the zone with highest cumulative percentage of NCO attainments within each district for the months of August and September.

Awards for the top classifier will be presented to two classifiers from each region who achieve the highest DEP slope target (DST) percentage for the respective months of the awards.

The two recruiters from each district who have the most improved production per recruiter (PPR) in comparison to their PPR from October-July will win the award for most improved recruiter.

Mergel explained that the competition allows the majority of recruiters to receive personal recognition from Commander, Navy Recruiting Command. "It puts people in contention who may never have been in that position before. It may motivate those 50 or 60 percent of recruiters who are consistently in the middle on PPR. This award program gives them a chance for personal recognition. You always have superstars, your top 20 percent, but you've also got that middle group of good, solid citizens, good Sailors, who are working hard every day but never achieve that top 20 percent."

Mergel hopes this award proves successful, and recruiters seize this opportunity. He would like to see productivity increase nationwide and believes this award has the potential to drive that increase.

"This award is going to be something new and different... every quarter. It is a great opportunity for a young Sailor to gain personal recognition from an Admiral," said Mergel. "This program will allow Sailors to realize they are just as resourceful as any other recruiter out there. Hopefully, recruiters will realize through this program they can go as far as their attitudes and desire will take them. If everyone in the field realizes this and improves his or her production, everyone in Navy recruiting wins. I believe this award has that potential and could have a tremendous impact." **NR**



CROMER CORNER

Take a few minutes and reflect on who you are and what your role is, both as an individual Sailor and as a recruiter, in the United States Navy. As recruiters, it's easy to get wrapped around the numbers and lose connection with our roots as Sailors, and lose focus on the importance of the role we play in the Navy's mission accomplishment. We each belong to something we can feel proud of, an organization that stands for something, an organization that makes a profound positive impact for our Navy and our country – Navy Recruiting Command.

As Sailors we each took an Oath of Enlistment. That oath defines our central reason for existence – “To support and defend the Constitution of the United States against all enemies, foreign and domestic.” Our specific purpose to that end, as Sailors in Navy Recruiting Command, is articulated in Commander, Navy Recruiting Command's “Main Thing.”

To recruit the very best young men and women to serve in the world's greatest Navy... one future shipmate at a time.

The first two of the Chief of Naval Operations's top five priorities provide a good connection between our roles as Sailors in the U.S. Navy, addressed in the Oath of Enlistment, and our role as recruiters in Navy Recruiting Command, addressed in CNRC's Main Thing.

- To create a lifestyle of service that is attractive to bright, ambitious young men and women.
- To improve current readiness in order to be prepared to respond promptly to any tasking from the National Command Authority.

Starting with the second priority, the readiness

to respond to tasking, in order to support and defend the Constitution, starts with manning. Our recruits are more than the work force of today; they are the leaders of tomorrow. Our commitment to recruit the very best to serve is an investment in the current readiness of our Navy, and the future health of our nation. You are the first link in the chain that leads to the Navy's mission accomplishment, now and in the future.

Our connection with the first priority is less obvious but, I believe, the more important of the two at the individual level: “To create a lifestyle that is attractive to bright, ambitious young men and women.” It goes far beyond selling Navy with our words, to the lifestyle we portray with our actions, our integrity, our Core Values. In the CNO's fifth priority he says, “We must walk our talk with respect to our people.” As recruiters, this relates to how we “recruit the very best to serve... one shipmate at a time.”

When we think of integrity, a multitude of definitions may come to mind, often in terms of what is or is not legal or ethical. Our integrity is more than that, it is a reflection of who we are as Sailors in the United States Navy, as leaders. Our integrity is an extension of our Core Values: Honor, Courage and Commitment. That is why it is critical that we always remember we recruit individual shipmates, not numbers. The relationship you develop with each new recruit will set the tone for their character of service. As our recruits see these values operate in our lifestyles, by example we provide a role model they will desire to follow, a lifestyle of service that is attractive.

The book “Built to Last” (Collins and Porras, 1997, Harper Business), notes that “People... have a fundamental human need to belong to something they can feel proud of... for guiding values and a sense of purpose that gives their life and work meaning... for connection with other people, sharing with them the common bond of beliefs and aspirations. More... that the organization they're connected to stand for something.”

You belong to an organization that stands for something. Who you are, what you do, and the way you do it, has a vital impact on our Navy and nation, an impact that will last long after your brief time in service is over, in the careers of those you recruit and lead. You should each be extremely proud and protective of your personal contribution to Navy Recruiting Command. You make a difference! **NR**

Smoother Sailing,....

NRAMS makes it easier

Story by JO3 Chris Conklin
NR Magazine Staff Writer
CNRC Public Affairs

Navy recruiting will get a boost from a new computer system that is expected to greatly reduce the redundant data entry involved in the recruiting process and allow for easier data analysis.

The new system being developed, known by the acronym NRAMS, Navy Recruiting and Accession Management System, is expected to replace the series of programs currently in use, PRIDE, PORT and RDS, which are more than 20 years old and have increasingly limited support.

Currently, in order for Navy Recruiting Command (CNRC) to analyze recruiting data, personnel must download information into spreadsheets and other personal computer based databases, in order to manipulate the data and subsequently develop reports for goaling trends.

The main problem with the current process is that different systems are being used to generate and enter information. In fact, field recruiters do not use PRIDE, PORT or RDS; they are using a system called Rtools for enlisted recruiting and Otools for officer recruiting. What makes the task for recruiters even harder is that the program used by classifiers at the military entrance processing stations

(MEPS) is different than what is being used by CNRC and the field recruiters. These programs do not allow information to be commonly shared from one program to another, which in turn does not allow the same information to be shared between personnel in the recruiting process.

Further, the current method makes entering information for a single recruit a task with at least three stages of data entry. The NRAMS system is expected to correct this problem and allow recruiting personnel to work with a simplified system that will result in fewer errors.

According to CDR Denise Carraway, director of CNRC's Information Systems Department, "Our goal in the development of NRAMS is to create a single, logical system for recruiting. This system will allow both officer and enlisted recruiters to view and manipulate the same information and classify individuals into Navy fields. The single system will save man-hours in data entry and transfers, as well as provide more accurate, real-time information. It will also enable future improvements in the recruiting process."

The system will be integrated into recruiting through phases, or "builds," said Carraway. The first

build, "build-A," will replace PRIDE, PORT and RDS and integrate or interface with Rtools, Otools and the MIRS system, plus any additional functions that can be incorporated within time and budget constraints.

The second phase of the integration process, "build-B," will include additional interfaces and integrate other Navy recruiting software tools.

CNRC anticipates many benefits from the new program, according to Carraway.

Some advantages from the new system include:

- Improved time management- data integration and sharing, along with reduced clerical work.
- Empowered users – users will be able to run their own reports as well as assess their performance in "real-time;" enables easier management oversight of personnel.
- Consistent reporting and analysis.
- Improved LEADS management-faster delivery of quality leads, including improved tracking and feedback with expectations of higher conversions. **NR**

One year down and GOAL to go

RADM Voelker talks recruiting

After being chief recruiter for a year of recruiting, what has been the greatest accomplishment for CNRC?

The March accession success is really our greatest accomplishment. We went into the month of March with an accession goal of 3,702. We also went into the month of March needing 1,003 in-month shippers. Originally, our operations staff came to me and said we would miss by between 500 and 1,000. I told them this was an unacceptable answer and to go back and figure out a way to make it happen. We put together a plan and sent it out to the field, and the field didn't really like the plan. So it turned out I had all of the Career Recruiters and CMC's in town for a conference--they just happened to be here--and I went to the master chiefs and senior chiefs and said, 'Here's where we are. We are going into this month, we are down 1,003, come up with a plan to make this happen.' Lo and behold, we found 1,003 in-month shippers and we made our goal of 3,702. That is the most in-month shippers we have had in the history of CNRC during the FMAM months. It was a huge success, and I do not think people understand how great

a success that was. It really showed what could happen when we all come together and work as a national team. We put regional concerns, district concerns and zone concerns aside. We fought the battle as a national team and we ended up making goal.

What has been your greatest challenge during the past year?

From the CNRC level, my biggest concern and challenge is DEP attrition. We spend an awful lot of time convincing young people that they want to be members of the world's greatest Navy. Then to some degree we lose anywhere between 15 and 20 percent of them, those who raise their hand, wanting to come in the Navy and signed a contract, and then never make it on the bus. So if you look at it from the perspective of service after the sale, I think we need to do better as an organization in keeping people who have indicated they are willing to join the Navy to become actual Navy service members and go to boot camp.

Where does recruiting need the strongest focus and attention?

The place where we need to put the most emphasis is in leadership, and at every level. My level, the Commodore's level, the District CO's level, the CR level, down through the Zone Supervisor, the RINCs, and every single Navy recruiter. I've had a lot of E-4 recruiters say to me, 'How can I be a leader, I'm the junior person at a three or four person station?' My response is that every person who wears a Navy uniform is a leader to those young people who are in the DEP pool. At every level I feel leadership is important to us in our ability to get the job done. It is in different ways and at varying levels of leadership, but I think leadership truly makes a difference and it is important to our future success.

Describe the current state of the field as you have traveled extensively across the country to visit recruiting stations.

I have visited more than 100 recruiting stations and about 50 different zones in 18 or 19 districts so far in my first 10 months as CNRC. The thing I come away with

every time I visit recruiters is they are motivated, they are glad to be where they are and they recognize how important the job is. But they face significant challenges. The economy continues to be strong despite what we hear about layoffs from the dot-com corporations. There are still more opportunities out there for young people which pay better and provide better tangible benefits, at least in the short term, than we do in the service. The recruiter has a tough job of trying to sell not only the tangibles-- the Navy College Fund, the 30 days leave, the medical benefits and the like--but more importantly, the intangibles: being part of the world's greatest Navy, service over self and all of those things are what I call intangibles. Every time I visit a recruiting station I come away energized, which is one of the reasons I travel so much, because it helps pump me up to see how well these young men and women we have out there wearing the Navy recruiting badge are doing against tremendous odds.

What message would you want to send throughout Navy recruiting as we enter into the next fiscal year?

We are very fortunate in Navy recruiting in FY02.

Navy Recruiter

Because of significant improvements in retention and attrition in the fleet, our goal has been lowered significantly. Our accession goal for FY02 is 53,000 people, down from what was projected to be almost 55,000 people. This gives us an opportunity to go out and achieve our mission and at the same time work hard to build the DEP pool and improve the long-term health of Navy recruiting. We want to build the DEP pool up to between 42 and 44 percent. This is the desired level of the DEP pool. We have come up with a new contract objective for next year of 56,500. This number is, by all models, achievable. This number is 2,500 lower than our new contract objective for this past year, which was 59,000. I selected the number personally with the thought in mind that it would allow the maximum number of recruiting districts to be successful. Instead of having only eight or ten districts that are traditionally successful every single month, it will allow 31 to be successful. That number will also build the DEP pool up another 5 percent, approaching 39 percent. We could have tried to come up with an NCO of 60,000, to try to build the DEP pool up to 44 percent in one fell swoop, but then we would lay goals on recruiters which weren't achievable. I believe in order to be successful, a recruiter has to believe he or she can be successful. I think the number of 56,500 on the national level, which is currently being distributed, will allow every single recruiter in every single district to be successful.

What is CNRC's greatest challenge looking toward 2002?

Our biggest challenge is to continue the momentum we have gained from the initiatives we have put in place. The Non-Instrumented Drug Test (NIDT), for example, which we put in place, has significantly reduced the number of attrites at boot camp

due to drugs. That is important because every person who attrites out of the DEP is one we have to go find another contract for. If we can reduce that and get more of those people we have signed up to ship, then the recruiter will reap the benefits by having one less contract to find. Our biggest challenge over the long haul in Navy recruiting is to get out of the direct ship mode we are in now and into the position where we have a healthy DEP, with those young people that are in the DEP providing us referrals so it makes the recruiter's job easier. You end up with positively motivated people who want to be part of our organization.

How can every Sailor make a difference in the successful mission of Navy recruiting?

Just like every single Sailor is important to the success of whatever station they are assigned to—a ship, submarine, aircraft carrier, Naval Air Station or Naval Station—every single Sailor in Navy recruiting is important to us achieving success. What is the definition of success for Navy recruiting? It really boils down to the single most important measure we have of success in Navy recruiting. Did we ship the right number of people to boot camp? That's what the fleet cares about. If you think about it, the fleet really doesn't care about whether NRD 1, 5, 7 or 13 was successful. The fleet doesn't care about how many contracts we wrote. What the fleet truly cares about is, how many people went to boot camp, made it through boot camp and made it out to the fleet. That is what we get paid for. That is why I think every single recruiter is important, and not just recruiters—support people, classifiers, people at NORU, and every single person.

We have 7,000 people in this command we call Navy Recruiting Command and every single one of them plays a key role in making sure, at the end, that we ship the right number of people. We have unsung heroes, people who do work every day down in the trenches in support roles or teaching down in NORU. Every single person's part is important, just like it is on any ship that I have ever been assigned to.

This is the most challenging job I have ever had, and I have had a lot of them over 29 years. I think it is the most important job I have ever had. I am inspired every time I go out in the field and see recruiters. They are being successful despite huge hurdles. Arguably, Navy recruiting is the most important thing happening in the Navy today. If we fail in our mission, there won't be a Navy several years from now. We will have the world's greatest ships, planes and submarines, but we won't have the Sailors to operate and maintain them. I think it is important that we in Navy recruiting reconnect with the fleet. At one recruiting station I went to early in my tenure, I heard the expression, 'bodies to boot camp.' They are not bodies to boot camp. They are future Sailors and future shipmates. I have told this to every recruiter I have talked to since that day—if you are not willing to be a shipmate someday with the person sitting next to your desk—then don't bring them in the Navy. Someday, you may have to go fight the fire on the next USS COLE with that individual standing behind you on the fire hose. It all comes back to our overall job of manning the Navy, one Sailor at a time, the right Sailor in the right place at the right time. **NR**

DEPpers get HOT!

NRS Alief combines business with *FUN* and builds better recruits

Story by JO1 Sue Roland
Navy Recruiting District Houston Public Affairs



Fahad Sheikh of Houston, Texas, requests permission to come aboard USS OSPREY (MHC 51), from the Officer of the Deck, MM1(SW) Roger Koedyker. The ship is homeported in Ingleside, Texas.

For those who have never set foot on a Navy base, a Saturday adventure to Naval Station Ingleside and Naval Air Station, Corpus Christi, located in South Texas, proved to be enlightening for six Delayed Entry Program (DEP) participants from Navy Recruiting Station Alief in Houston, Texas.

Recruiter EM2 Tara Concepcion, along with fellow recruiter EN3(SW) Freddy Wilson, were instrumental in putting the trip together. Arriving at Naval Station Ingleside, the DEPpers got their first chance to eat at the base galley. Next it was on to a ship tour of *USS Osprey (MHC 51)*.

“We had been practicing saluting correctly and I wanted them to actually salute when they boarded the ship,” said Concepcion. Now was their chance to show what they had learned. With ID cards in hand, each person saluted the national ensign and requested permission from the officer of the deck to come aboard. Once on board, they were given a tour of the coastal minehunter, and got a first hand look at everything from the bridge to berthing, and the engine room to the galley.

After requesting permission to go ashore, the group headed to the base gym to look around and try out some of the equipment. “They were happy with

what they saw and were surprised when they could use the facilities,” said Concepcion.

They all were excited about touring a ship. “I wanted to tour the ship to see what it is like,” said DEPper St. Clair Francis. “I kind of know what to expect and how life will be aboard ship.”

Marion Stanley said he liked seeing the living arrangements and the variety of facilities available. Some of the DEPpers knew what school they were going to, so they looked for the areas where they would work on the ship. “I saw where I would work, what my department would be like and what I would be doing as a fire controlman,” said Fahad Sheikh.

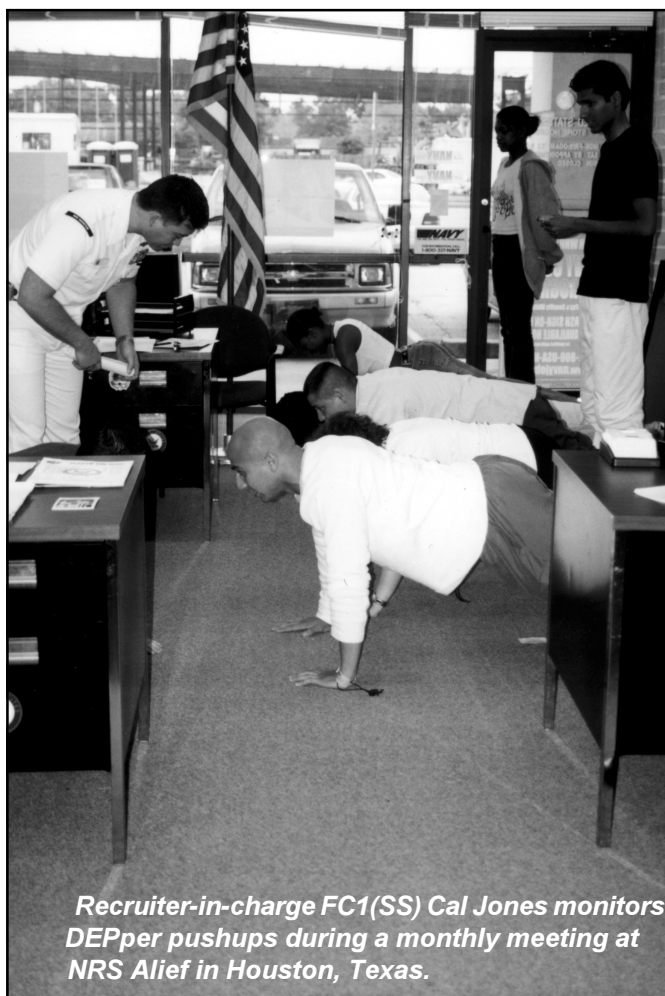
Then it was on to the Navy Exchange at Naval Air Station Corpus Christi. The group also stopped by the USS Lexington Museum because some of the DEPpers wondered if it was still an operational ship.

The trip gave the future recruits the chance to see the Navy up close and personal, and get a feel for what is in store for them once they hit the fleet.

“I liked the trip because we experienced more about the Navy by seeing it first hand,” said Jalanda Silas.

“After this trip, I have a better idea of what the Navy is like,” added DEP leader Patrick Cummins.

While the trip was a fun day for the potential recruits, the monthly DEP meetings are all business. Once everyone was in ranks, Cummins, who is going into the nuclear field, took muster.



Recruiter-in-charge FC1(SS) Cal Jones monitors DEPper pushups during a monthly meeting at NRS Alief in Houston, Texas.

Everyone then lined up to be weighed and measured, then fell back into ranks and recited the Sailor's Creed. Those who didn't know it by heart, had to drop and pump out 15 pushups.

“Coming to the meetings lets me know what I am going to be doing in boot camp and what goes on, so I'll be better prepared,” said Olyfemi Olykoya.

Recruiter-in-charge, FC1 Cal Jones conducted training on

the new 401K plan. He explained the details and benefits of the plan and told the group where they could find more information if they were interested. “The meetings are informative, especially on what benefits you receive,” said Silas. “Our recruiters tell us about new web sites dealing with the Navy and that helps me out a lot.”

Attendance at the meetings only helps DEPpers. “If we understand the Navy words and phrases, it will be better for us. You don't go to recruit training clueless,” said Stanley.

“The recruiters here are great. They teach us discipline and what we need to know. We meet all kinds of people and the Navy is very diverse. Some of us may end up in the same unit and it would be nice to know someone when we are starting out,” said Sheikh.

In addition, DEP meetings give recruiters the opportunity to pass along knowledge they

have learned by being in the fleet, enabling potential recruits to make a smooth transition to Navy life. “What we learn here carries over to boot camp and makes us better leaders,” said Cummins.

“Being a part of the program motivates me and makes me want to stick with it and experience the Navy,” said Francis. **NR**

The Power of the DEPper: *Don't forget what's right in front of you*

Story by JOC Joe Winton
Navy Recruiting District San Diego
Public Affairs Office

It is often said, and it's true that, "Every Sailor is a recruiter." As a member of the Delayed Entry Program (a "DEPper"), Mary Ann Hyde of San Marcos, Calif., has taken that to heart. The moment she enlisted in the Navy, she went to work. She has shared the benefits of enlistment in the Navy with many of her friends, and so far nine of them have already joined the Navy and changed their lives too!

Hyde comes from a Navy family, her father served during the Vietnam War. She understands how the Navy works, and knew that it was the life for her. Hyde says, "I'm going to get a lot of discipline from the Navy, and I'm going to get a lot of good training, so eventually when I do get out, I'll be able to get a good job, not have to worry about anything." Hyde continued to say, "My Dad's not worried about me. He was in the Navy, and he knows I'll learn a lot, and I'll be taken care of. I'll have nothing to worry about."

Hyde knows that the Navy is too good to keep a secret, so she shows her "Navy Pride" everywhere she goes. "All my friends have asked me, because I wear my Navy jacket, what I do, and I tell them about the Navy, how it has good jobs, how it pays for

college, the military helps you in more ways than one... It gives you good training, good discipline, it gets you set up for life," says Hyde.

Her recruiter thinks the world of her too. He is TM1 Petelo Maosi, from American Samoa, a recruiter at NRS Escondido. He said, "I have been recruiting for three years, and I've never had a DEPper like Mary Ann." Maosi continued, "Mary Ann is going to be a great Sailor, and I can already tell she is going to be a good leader. I would go to sea with her any day, any time. I'd serve right next to her. I would go to war with her. She is very responsible; I can always count on her. She is always early for appointments, and always has a positive answer for any problem. She is a real shipmate."

One person who has benefited from Mary Ann's willingness to talk about what she believes in is Ricardo D. Garcia, a San Marcos High School student. He said, "I had heard good things about the Navy from friends who were in or had been in the Navy, and I decided that I liked the changes I saw in them. They knew where

they were going. I think it will give me discipline, more structure, and I know I need that. I want my life to be positive, and I think I can find that in the Navy."

"As a DEPper, you already have lots of opportunity. You have the opportunity to change your life

**"...It (the Navy)
gives you good
training, good
discipline,...it
gets you set up
for life."**

**Mary Ann Hyde,
DEPper
NRS Escondido**



Mary Ann Hyde is awarded for her outstanding achievements while in the Delayed Entry Program. She is pictured here with LT Conrad Dungca, EPO for NRD San Diego.

right now, by learning as much about the Navy as you can. That means attending meetings, listening to what is said, and taking it to heart. You also have the opportunity to change other people's lives. You can show someone how to pay for their college education. You can show someone how they can get training and experience that will change their lives forever, and you can help someone become a part of the 'Navy family.'

Mary Ann Hyde has chosen to do just that, and is making a difference to her friends, her town, and her country. She says, "I would tell any other DEPper who was considering talking about the Navy to their friends to go ahead and do it. Just don't pressure them. Tell them about the advantages, tell them what they will get out of it, and leave the deciding up to them. Answer all their ques-

tions the best you can, then if they want to know something where you're not sure of the answer, give them your recruiter's number and he will help them out."

Hyde said a big reason for her confidence is the extensive job training that Sailors receive in the Navy. "Depending on what job you get... like my job, Hospital Corpsman, if you decide to leave the Navy, you can find a good job practically anywhere, because they're always looking for people trained in the medical profession," replied Hyde.

Garcia credits Hyde with making a critical change in his life, "I saw how excited Mary Ann was, and I started to think the Navy might be for me too," he explained.

"I thought about it, even prayed about it, and decided after I got laid off that my life needed

more security," Garcia added.

There is no question that Hyde is one DEPper who is going above and beyond the call of duty, but this is exactly the initiative which makes good Sailors into great leaders throughout the Navy.

"Mary Ann has been a leader throughout her high school years. She's currently the head cheerleader at San Marcos High School and due to her outgoing nature she is able to let a lot of people know about Navy opportunities because of that," said Maosi.

"Also, she brings in very high quality people for the Navy. She talks to them about their past and goals before she even brings them in."

With a DEPper like Seaman Recruit Mary Ann Hyde networking in your DEP pool, reaching goal at your station should be an afterthought. **NR**

THE GREAT RACE

Navy Band plays a new tune

Story by JO1 Bob Leach
NRD Phoenix Public Affairs Office

After being apart for four years, the U.S. Navy Ceremonial Band and The History Channel Great Race are again working together in support of racing history and patriotism.

The Great Race is an opportunity for thousands of enthusiastic car buffs, living in 44 cities through 13 states along this year's 4,000 mile route, to see and feel first-hand more than 100 vintage cars, trucks and motorcycles, and enjoy some patriotic entertainment at the same time.

This year's event included a 1917 Hudson Indy Racer, a 1925 Rickenbacker, a 1930 Pierce Arrow and a 1957 Porsche 356 Speedster among the field. The criteria for qualified vehicles was

expanded to include cars manufactured before 1951 and pre-1960 sports cars, racecars and

Race and feature backgrounds as varied as a NASCAR team owner, a plumber, a doctor and

The History Channel Great Race. "The band was truly missed these past few years," said

Tom McRae, Great Race founder and director. "This year, Great Racers wanted the Navy Band to rejoin the race and raised \$50,000 to help the Band's travel budget. The Racers spoke with their pocketbooks. The Navy Band is a class act and adds patriotism to the wave of red, white and blue as the Race rides across America," he added.

The Navy Band joined the event directly from The White House and performed for thousands of enthusiastic specta-

tors at scheduled lunch and overnight stops along the race route. Each evening the band staged a

motorcycles. The drivers and navigators come from all across our nation to take part in the Great

even high school students.

This is the Navy Band's 10th tour with



Great racers for Ford/Roush #2 team, left to right, navigator Andy Massimilla and driver Wayne Stanfield, stop to sign autographs in Flagstaff, Ariz. during this year's Atlanta to Pasadena, Calif. motor race.



Navy Recruiters AWH1(AW/NAC) Joseph Grossi and AMH2(AW) Daniel Pritchett distribute Navy RADS during this year's Great Race.

free concert for their overnight host city and displayed their remarkable musical versatility. Selections ranged from classical pieces by Beethoven and Debussy, to marches by John Phillip Sousa, and jazz numbers by Tommy Dorsey and Count Basie.

"Dancing In the Streets," made famous by the Motown group Martha Reeves and the Vandellas, is one song the band played to get the audience involved. It encouraged them to get up and 'boogie.'

Master Chief Musician Robert C. Snider, National Tour Director, believes that this is one of the best events the band

participates in and is extremely proud to be back with the Great Racers. "This gives us a chance to play to a varied audience that may never have the opportunity to hear the Navy Band play. The

community as well as race participants know the Navy was in their town. AWH1(AW/NAC) Joseph Grossi, a Pittsburgh native, and AMH2(AW) Daniel Pritchett, a native of Seligman, Ariz., helped welcome the drivers and navigators to the community.

"If Flagstaff is on the route next year, we'll be there again," Grossi said, smiling. "And if we remain involved with The History Channel, it would be great to see 'Navy' on every car entered in the 2002 Great Race." **NR**

"...it would be great to see 'Navy' on every car entered in the 2002 Great Race!"

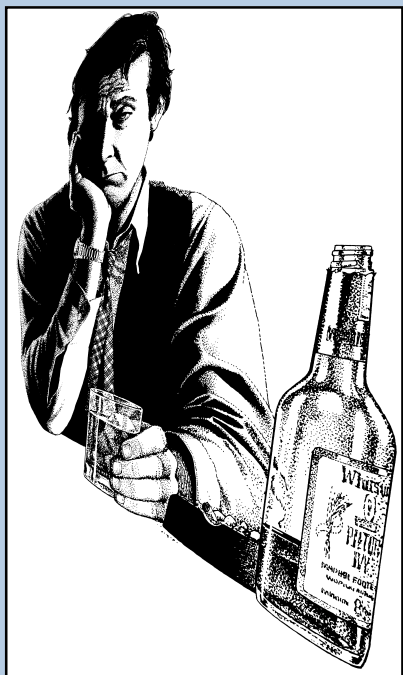
- AWH1(AW/NAC) Joseph Grossi

two-week race event plays to more than 100,000 excited listeners."

Navy Recruiters, from NRS Flagstaff, Ariz., participated in this fantastic opportunity and let the

Use and ABUSE: Know the difference

Story by Staff Sgt. Kathleen T. Rhem, USA
American Forces Press Service



Twenty-one percent of service members admit to drinking heavily — a statistic the military hasn't managed to lower in 20 years — but service officials are determined to change that.

"If you look at heavy use of alcohol, drinking a lot in a short span of time, we tend to have a higher prevalence than the civilian community," said LTCOL Wayne Talcott, an Air Force psychologist. Young military people between 18 and 25 also tend to do more heavy

drinking than their civilian peers, he noted.

Speaking only in terms of medical care and lost time at work, alcohol abuse costs the Department of Defense (DOD) more than \$600 million each year, said Navy CAPT Robert Murphy, a medical corps officer. DOD spends another \$132 million a year to care for babies with fetal alcohol syndrome — sometimes serious health problems related to their mothers' heavy drinking.

Talcott and Murphy co-chair the relatively new DOD Alcohol Abuse and Tobacco Use Reduction Committee. Their goal is to reduce the prevalence of heavy drinking within the military by 5 percent a year by changing DOD officials' focus on alcohol abuse from treatment to prevention.

"We have very good treatment programs, but they're very expensive and don't reach a lot of people," Murphy said. "We're focusing on prevention. We're certainly not opposed to alcohol use, but we

are trying to reduce the prevalence of alcohol abuse."

"We're trying to prevent people from having to see a specialist," Talcott said. "If you want to decrease prevalence, you need to have policies and programs in place across the spectrum to discourage heavy drinking."

As some colleges do with their students, Talcott said, the committee wants to help service members understand the liabilities associated with heavy drinking. "We want to help them understand if you drink this much and you drive you're going to be under the influence, or at this level you're impaired," he said.

The committee also aims to better track alcohol-related adverse events, such as incidences of driving under the influence, suicides, crimes and domestic violence, Murphy said. He explained there's no centralized DOD tracking system, though the services collect data that can be collated into DOD-wide figures.

Recent civilian studies have turned up some frightening statistics, Murphy said. Thirty-one percent of all occupational injuries are alcohol-related, as are 23 percent of suicides and 32 percent of homicides.

Talcott said senior officials have likened DOD's new approach to preventive maintenance. "You maintain a jet engine so it doesn't fall out of the sky," he said. "We need to begin to look at where there are risks to the human weapon system and how we can build a system that protects our people."

This is very different from previous approaches, he said. "You typically have program offices that largely are designed to treat people with alcohol problems," Talcott explained. "Rather than waiting for people to develop severe problems, we want to build into the system ways to get the right messages to help our young people make better decisions about their drinking behavior."

"It's not the use, it's alcohol abuse that gets people into trouble," he said. **NR**

Best Stations in the Nation

For the month of June

NRD Atlanta

NRS Douglasville
NRS Marietta
NRS Duluth
NRS Roswell
NRS South Dekalb
NRS South Columbus
NRS Covington
NRS Evans
NRS Anderson
NRS Greenville
NRS Spartanburg
NRS Georgetown
NRS Milledgeville

NRD Buffalo

NRS Jamestown
NRS Olean
NRS Tonawanda
NRS Batavia
NRS Canandaigua
NRS Greece
NRS Henrietta
NRS Lockport
NRS New Hartford
NRS Rome
NRS Albany
NRS Peekskill
NRS Poughkeepsie
NRS Bridgeport
NRS Bristol
NRS Middletown, CT
NRS New Haven
NRS Waterbury

NRD Chicago

NRS Schaumburg
NRS Evanston
NRS Harvey
NRS Wind City
NRS Tinley Park
NRS Oaklawn
NRS Evergreen Park
NRS Valparaiso
NRS Pekin
NRS Bloomington
NRS Champaign
NRS Capitol Drive
NRS Waukesha
NRS Kenosha

NRD Dallas

NRS Altus
NRS McAlester
NRS Plano
NRS Edmond
NRS N. Oklahoma
NRS S. Oklahoma
NRS Wichita Falls
NRS Mt. Pleasant
NRS Brownwood
NRS Mesquite
NRS Richardson
NRS Shawnee
NRS Yukon
NRS Athens
NRS Grapevine
NRS Oak Cliff
NRS Abilene
NRS Del City

NRD Denver

NRS Westminster
NRS Montrose
NRD Houston
NRS Aldine
NRS Greensroad
NRS Jasper
NRS Lafayette
NRS Lake Jackson

NRS Nacogdoches

NRD Indianapolis

NRS Aurora
NRS Bedford
NRS Bloomington
NRS Dayton North
NRS Greenwood
NRS Marion
NRS Muncie
NRS North College Hill
NRS Pleasant Ridge
NRS Shelbyville
NRS South Bend
NRS Warsaw

NRD Jacksonville

NRS Waycross
NRS Savannah
NRS Thomasville
NRS West Orlando
NRS Melbourne

NRD Kansas City

NRS Chillicothe
NRS Claremore
NRS Hays
NRS Independence
NRS Joplin
NRS Leavenworth
NRS Manhattan
NRS Muskogee
NRS Overland Park
NRS Pittsburgh
NRS Rogers
NRS Sedalia
NRS St. Josephs
NRS Topeka
NRS Tulsa East
NRS Wichita Falls E.
NRS Wichita Falls W.

NRD Los Angeles

NRS Santa Barbara
NRS Ventura
NRS Palmdale
NRS W. Bakersfield
NRS Ridgecrest
NRS Van Nuys
NRS Thousand Oaks
NRS Canoga Park
NRS Reseda
NRS Crenshaw
NRS Hawthorne
NRS Culver City
NRS Imperial
NRS Downtown
NRS South Central
NRS Azusa
NRS West Covina
NRS Diamond Bar
NRS Carson
NRS Lakewood
NRS Long Beach
NRS Torrance
NRS San Pedro
NRS Guam
NRS Hilo
NRS Kaneohe
NRS Kapolei
NRS Pearlridge
NRS Alhambra
NRS Glendale
NRS Hollywood
NRS Pasadena
NRS Santa Monica

NRS Huntington Park
NRS Whittier
NRS Norwalk

NRD Miami

NRS Arecibo
NRS Delray Beach
NRS Naples
NRS Perrine
NRS South Miami
NRS Temple Terrace
NRD Michigan
NRS Warren
NRS Madison Heights
NRS Westland
NRS Livonia
NRS Mount Clemens
NRS Holland
NRS Saint Joseph
NRS Three Rivers
NRS Bay City
NRS Lapeer
NRS Saginaw
NRS Niles
NRS Caro
NRS Gaylord
NRS Wyoming
NRS Owosso
NRS Grand Blanc
NRS Novi
NRS Waterford

NRD Minneapolis

NRS Appleton
NRS Baraboo
NRS Brainerd
NRS Burnsville
NRS Duluth
NRS Eau Claire
NRS Escanaba
NRS Fon Du Lac
NRS Lake Street
NRS Madison
NRS Marinette
NRS Marquette
NRS Oshkosh
NRS Owatonna
NRS Rhinelander
NRS Steven's Point
NRS Wausau
NRS West Bend
NRS Willmar

NRD Montgomery

NRS Pearl
NRS McComb
NRS Andalusia
NRS Panama City
NRS Troy
NRS Meridian
NRS Tuscaloosa
NRD Nashville
NRS Columbia
NRS Cleveland
NRS Dalton
NRS Frankfort
NRS Guntersville
NRS Hixson
NRS Hopkinsville
NRS Lexington
NRS Louisville

NRD New England

NRS Rutland
NRS Woonsocket
NRD New Orleans
NRS Picayune
NRS N. Baton Rouge
NRS S. Baton Rouge
NRS Monroe
NRS Fort Smith
NRS Natchitoches
NRS Bossier

NRS Chalmette

NRD New York

NRS Somersville
NRS North Bergen
NRS Hackensack
NRS Freehold
NRS Bayridge
NRS Kings Plaza
NRS Harlem
NRS Westchester Square
NRS Paterson
NRS White Plains Rd.
NRS Warren
NRS Elmhurst
NRS Elizabeth
NRS Saint George

NRD Ohio

NRS Toledo
NRS Defiance
NRS Lima
NRS Findlay
NRS Fremont
NRS Elyria
NRS Miracle Mile
NRS Lakewood
NRS Norwalk
NRS Parma
NRS Medina
NRS Lorain
NRS Mentor
NRS Warren
NRS Boardman
NRS Maple Heights
NRS Galleria
NRS Ravenna
NRS Canton
NRS Akron
NRS Barberton
NRS Zanesville
NRS Newark
NRS New Philadelphia
NRS Bellfontaine
NRS Columbus West
NRS Columbus North
NRS Columbus East
NRS Chillicothe
NRS Parkersburg

NRD Omaha

NRS Detroit Lakes
NRS Minot
NRS Sioux Falls
NRS Watertown
NRS Grand Island
NRS Kearney
NRS Lincoln
NRS North Platte
NRS Sioux City
NRS Ames
NRS Merle Ray
NRS Waterloo
NRS Burlington
NRS Rapid City

NRD Philadelphia

NRS Abington
NRS Annapolis
NRS Catonsville
NRS Columbia
NRS Cottman
NRS Dover
NRS East Point
NRS Frederick
NRS Gaithersburg
NRS Hagerstown
NRS Hyattsville
NRS Laurel
NRS Norristown
NRS Oxon Hills
NRS Pratt Street
NRS Silver Springs
NRS Towson
NRS Trenton

NRS Upper Darby

NRS Vineland
NRS Somersville
NRS Waldorf
NRS Washington D.C.
NRS Westminster
NRS West Chester
NRS West Philadelphia
NRS Woodbury

NRD Phoenix

NRS Ahwatukee
NRS Bel Canyon
NRS Christown
NRS Desert Sky
NRS Durango
NRS Flag Staff
NRS Four Hills
NRS Gallup
NRS Hobbs
NRS Los Cruces
NRS Los Lunas
NRS Marana
NRS Mesa
NRS Metro Center
NRS Mission Park
NRS Paradise Valley
NRS Prescott
NRS Rio Grande
NRS Scottsdale
NRS Superstition
NRS Tempe
NRS Tucson

NRD Pittsburgh

NRS Wheeling
NRS Beaver Valley
NRS North Hills
NRS Warren
NRS Bloomsburg
NRS State College
NRS Cumberland
NRS York

NRD Portland

NRS Albany
NRS Beaverton
NRS Bend
NRS Boise
NRS Eugene
NRS Gateway
NRS Gresham
NRS Grants pass
NRS Hillsboro
NRS Logan
NRS Medford
NRS Milwaukie
NRS Rock Springs
NRS Roseburg
NRS Salt Lake City
NRS Ames

NRD Raleigh

NRS Hendersonville
NRS Burlington
NRS Statesville
NRS Monroe
NRS Asheboro
NRS Shelby
NRS Morganton
NRS Fayetteville
NRS Danville
NRS Sanford
NRS Goldsboro
NRS Smithfield
NRS Clinton

NRD Richmond

NRS Arlington
NRS Ashland
NRS Culpepper
NRS Fairfax
NRS Fredericksburg
NRS Staunton
NRD San Antonio
NRS New Braunfels

NRS Crossroads

NRS Copperas Cove
NRS Hollywood park
NRS Kerrville
NRS N.E. San Antonio
NRS Killen
NRS Temple
NRS Mercado
NRS Brownsville
NRS Plainview
NRS El Paso Central
NRS El Paso East
NRS Round Rock
NRS El Paso North
NRS Midland

NRD San Diego

NRS Bullhead City
NRS Chula Vista
NRS College Grove
NRS Costa Mesa
NRS Fullerton
NRS Hemet
NRS Imperial Beach
NRS Indio
NRS Ontario
NRS Orange
NRS Riverside
NRS San Bernardino
NRS Santee
NRS Victorville
NRS Vista

NRD San Francisco

NRS Antioch
NRS Concord
NRS Daly City
NRS Elk Grove
NRS Eureka
NRS Fresno
NRS Gilroy
NRS Hayward
NRS Livermore
NRS Merced
NRS Modesto
NRS Redding
NRS Reno
NRS Salinas
NRS Santa Cruz

NRD Seattle

NRS Colville
NRS Missoula
NRS Moses Lake
NRS Lewiston
NRS Great Falls
NRS Bozeman
NRS Butte
NRS Helena

NRD St. Louis

NRS Alton
NRS Arnold
NRS Cape Girardeau
NRS Collierville
NRS Columbia
NRS Decatur
NRS Festus
NRS Florissant
NRS Jackson
NRS Litchfield
NRS Mehlville
NRS N. Memphis
NRS Rolla
NRS Sikeston
NRS St. Ann
NRS St. Louis
NRS St. Roberts

***Italic lettering denotes previous FY01 winners.**



NAVY
accelerate your life.